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LABOUR & ESI DEPARTMENT

NOTIFICATION

The 3rd August, 2018

S.R.O. No. 326/2018 — In exercise of the powers conferred by clause (b) of sub-section(1) of Section 3 read with Section 4 and sub-section (1b) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government do hereby make proposals for fixing / revising the minimum rates of wages as specified in Column (4) of the Schedule hereto annexed payable to the categories of employees as mentioned in Column (3) thereof, who are employed in the employments as specified in Column (2) of the said Schedule, for the whole State of Odisha. The proposals are hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for information of all persons likely to be affected thereby and notice is hereby given that the said proposal shall be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Odisha Gazette*.

The revised minimum rates of wages shall consist of the rates of wages as set out in Column (4) of the said Schedule and payable to the categories of employees as mentioned in Column (3) thereof. In addition to the said rates of wages Variable Dearness Allowance (VDA) as admissible shall be declared every six months rather than annually i.e. on 1st April and 1st October of the year.

Any representation containing objection or suggestion which may be received by the Principal Secretary to Government, Labour & E.S.I. Department, Odisha, Bhubaneswar-751001 from any person in respect of the said proposal before expiry of the period specified above will be considered by the State Government.

SCHEDULE

Sl. No.	Name of the Employment	Categories of Employees	Proposed minimum rates of wages per day
(1)	(2)	(3)	(4)
1.	Agriculture	Unskilled Semi-skilled Skilled Highly skilled	Rs. 280.00 Rs. 320.00 Rs. 370.00 Rs. 430 .00
2.	Agarbati and Candle making Worker's Establishments		
3.	Automobile servicing, repairing garages and workshops		
4.	Ayurvedic and Unani Pharmacy		
5.	Bakeries and Confectionaries including Biscuit making		
6.	Bamboo Forest Establishment		
7.	Brass and Bell Metal Industry		
8.	Carpet Weaving Industry		
9.	Cashew processing establishments		
10.	Cement pipe making and allied products industry		
11.	Ceramic and Pottery Industry		
12.	Chemical Industry		
13.	Cinema Industry and Film Production		
14.	Clay Pottery		
15.	Coir Industry		
16.	Collection of Sal Seeds		
17.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.		
18.	Construction or maintenance of roads or in building operations		
19.	Contingent and Casual Employees in Govt. and other establishments, Courier and Cargo Services		
20.	Cotton Ginning and Pressing Industry		
21.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory, Private Nursing Homes, Private Medical College Hospitals, Super Specialty Hospitals, clinic, laboratory etc.		

(1)	(2)	(3)	(4)
22.	Distilleries	Unskilled <	

(1)	(2)	(3)	(4)
47.	Manufacture of Electrical Bulbs and all allied electrical equipments	Unskilled Semi-skilled Skilled Highly skilled	Rs. 280.00 Rs. 320.00 Rs. 370.00 Rs. 430 .00
48.	Manufacture of matches, fireworks and explosives		
49.	Manufacture of nails and pines		
50.	Manufacture of paints and varnishes		
51.	Manufacture of plastic products including toys		
52.	Manufacture of Radio by assembling with parts		
53.	Manufacture of ropes		
54.	Manufacture of Utensils including Aluminum and Hindalium products		
55.	Metal Industry(except the cottage and village scale units)		
56.	Major or Minor Engineering Industry including Sponge, Secondary Steel, Rolling Mills, Ferro Alloys, Metal Industries(employment less than 50 persons)		
57.	Motor body building		
58.	Non-teaching staff of all private Educational Institutions including ITI & Training Institute Coaching Centre.		
59.	Oil Mill		
60.	Paper and Cardboard Industry		
61.	Petrol and Diesel Oil pumps		
62.	Pharmaceutical Industry		
63.	Power loom Industry		
64.	Printing Press, DTP centre and offset printing press		
65.	Private Road Transport		
66.	Private Security Agencies and Private Security Services		
67.	Public Health Engineering		
68.	Public Motor Transport		
69.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry		
70.	Refractory Industry		

(1)	(2)	(3)	(4)
71.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.	Unskilled	Rs. 280.00
72.	Rice Mill, Flour Mill or Dal Mill, Chuda mill and Masala Mill	Semi-skilled	Rs. 320.00
73.	Rubber and Rubber Products Industry	Skilled	Rs. 370.00
74.	Salt Pans	Highly skilled	Rs. 430 .00
75.	Saw Mills		
76.	Shops, Commercial Establishments, saloon, beauty parlour, Spa, massaging centre, Xerox shop, STD both, tent house, newspaper hawkers and newspaper establishments.		
77.	Siali leaf pluckers & Sal leaf pluckers		
78.	Soap and Detergent Manufactory		
79.	Social Forestry		
80.	Spinning Mills		
81.	Stone breaking or Stone crushing		
82.	Tamarind collection		
83.	Tile and Brick Making		
84.	Timber Trading (excluding felling and sawing)		
85.	Timber Trading (including felling and sawing)		
86.	Tobacco (including Bidi making) Manufactory		
87.	Trunks, Suitcase and Bucket manufactory		
88.	Wood works and furniture making industries		
89.	Minor ports		

Explanation:— for the purpose of this notification—

1. The minimum rates of wages are all inclusive rates including the basic rates, the cost of living allowances and the cash value of the concessional supply if any of essential commodities.
2. The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest.
3. The minimum rates of wages are applicable to employees employed by contractors also.
4. The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category.
5. There shall not be any discrimination between male and female workers in the matters of payment of minimum wages in any category of employment.
6. (a) “Unskilled” work means work which involves simple operation requiring little or no skill or experience on the job.
 (b) “Semi-skilled” work means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work.
 (c) “Skilled” work means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment; and
 (d) “Highly Skilled” work means work which calls for a high degree of performance and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in the execution of these tasks.
7. An adult employee shall work for 08 (eight) hours per day excluding half an hour of rest.

(No.5564—LL-I-III-56/18—LESI.)

By Order of the Governor

ANU GARG
Principal Secretary to Government